

CBP OFFICER (PROGRAM MANAGER)

DEPARTMENT OF HOMELAND SECURITY

Customs and Border Protection

Office of Field Operations, Immigration Advisory Program

Reviewing applications

Open & closing dates

🕒 07/28/2020 to 08/03/2020

Pay scale & grade

GS 13

Appointment type

Permanent

Service

Competitive

Salary

\$78,681 to \$102,288 per year

Work schedule

Full-Time

Locations

1 vacancy in the following location:

Bogota, Colombia

Relocation expenses reimbursed

Yes Relocation expenses will be paid in accordance with the Federal Travel Regulation limits and agency policy.

Telework eligible

No

This job is open to



Internal to an agency.

Current federal employees of this agency.

Clarification from the agency

Current U.S. Customs and Border Protection employees who are currently working in a permanent competitive service position.

Announcement number

OFO-IMP-IAP-10866323-IC

Control number

574642600

Duties

Summary

As our nation navigates the COVID-19 pandemic, CBP is committed to delivering our mission to safeguard America's borders and enable legitimate trade and travel. Staffing mission critical positions remains a high priority. Be reassured that **CBP is still hiring**, despite potential hiring process step delays due to restrictions to in-person activities.

Responsibilities

Organizational Location: This position is with the Department of Homeland Security, within U.S. Customs and Border Protection, Office of Field Operations, Immigration Advisory Program in Bogota, Colombia.

Joining the Customs and Border Protection Office of Field Operations will allow you to use your expertise to detect and prevent terrorists and instruments of terror from entering the United States. This position starts at a salary of \$78,681.00 (GS-13, Step 01) to \$102,288.00 (GS-13, Step 10) with promotion potential to \$102,288 (GS-13 Step 10). Apply for this exciting opportunity to strengthen homeland security by performing law enforcement activities such as inspection, intelligence analysis, examination, and interpreting laws and regulations.

If going from a LEO Covered Position to a Secondary CBPO Enhanced Retirement Covered Position: Please be advised that when you enter on duty in this secondary CBPO enhanced retirement covered position you will no longer be covered under the Special Retirement System for Law Enforcement Officers, but will only be covered under the Federal Employees Retirement System (FERS). For further information on the secondary CBPO Enhanced Retirement Coverage, please see the section on **Retirement Coverage**.

In this position you will become a key member of a team of homeland security professionals detecting and preventing terrorists and instruments of terror from entering the U.S. Typical work assignments include:

- Reviewing and analyzing carriers', importers', and exporters' manifests, permits, certificates, entries, invoices, and associated documents to determine the admissibility of merchandise.
- Identifying and targeting of high-risk shipments and conveyances for examination.
- Developing, planning and participating in tactical operations, such a pre-primary blitzes, intensive boardings, and roving.
- Participating in enrollment of alternative inspection programs designed to facilitate low risk arrivals.
- Interacting with carriers, other agencies for foreign entities to exchange information and provide guidance on admissibility/compliance.

Travel Required

Occasional travel - You may be expected to travel for this position.

Supervisory status

No

Promotion Potential

13

Job family (Series)

[1895 Customs And Border Protection](https://www.usajobs.gov/Search/Results?j=1895)

(<https://www.usajobs.gov/Search/Results?j=1895>)

Requirements

Conditions Of Employment

- You must be a U.S. Citizen to apply for this position
- Males born after 12/31/1959 must be registered with Selective Service
- You may be required to pass a background investigation and/or polygraph

- CBP follows the DHS Drug-Free Workplace Plan for drug testing procedures
- You and your dependents must pass a State Department medical examination
- You and your dependents must obtain a valid passport
- You must obtain a valid driver's license and maintain firearms requirements
- You must pass the CBP Officer Promotional Assessment (including In-basket)

Conduct Responsibilities on Overseas Assignment: Employee will be subject to the laws of the United States while posted overseas to include those specifically applicable to Federal employees including the Standards of Ethical Conduct for Employees in the Executive Branch and the DHS Ethics/Standards of Conduct. While posted overseas, the employee will conduct themselves in a manner that reflects honorably on the United States of America and which is consistent with any applicable diplomatic agreements between the United States and the host country. This includes, but is not limited to:

- Excessive consumption of alcohol, or if the country forbids consumption of alcohol, the consumption of alcohol.
- Recreational use of controlled substances such as marijuana, whether prescribed or not, even if legal in the geographic location.
- Using the services of a commercial sex provider, even if legal in the geographic location
- Any conduct that could disgrace, embarrass, or discredit the Department of Homeland Security or the United States of America.

Failure to adhere to the above may subject the employee to disciplinary action, up to and including removal, the loss of security clearance, and the immediate expulsion from the host country.

Qualifications

GS-13 Experience: You qualify for the GS-13 grade level if you possess 1 year of specialized experience equivalent to at least the next lower grade level, performing duties such as:

- Leading, directing, supervising, or providing technical direction to others in performing inspection, intelligence analysis, examination, and law enforcement activities relating to the arrival and departure of persons, conveyances, and merchandise into the United States.

Experience refers to paid and unpaid experience, including volunteer work done through National Service programs (e.g., Peace Corps, AmeriCorps) and other organizations (e.g., professional; philanthropic; religious; spiritual; community, student, social). Volunteer work helps build critical competencies, knowledge, and skills and can provide valuable training and experience that translates directly to paid employment. You will receive credit for all qualifying experience, including volunteer experience.

Secondary CBP Officer Requirement: The criterion is that knowledge, skill and ability in a position deemed to meet primary CBPO special retirement coverage is a **mandatory prerequisite** to satisfactory perform the major duties and responsibilities of this job. In order to meet the requirements of this secondary CBP Officer position you must have permanently served in a primary CBP Officer Special Enhanced Retirement covered position, i.e. Customs Inspector, GS-1890, Immigration Inspector, GS-1816, Canine Enforcement Officer, GS-1801, or CBP Officer, GS-1895.

Note: If you currently serve in a permanent secondary CBP Officer Special Enhanced Retirement covered position, you are exempt from this mandatory prerequisite.

You must:

- Meet all qualification requirements, subject to verification at any stage of the application process; and
- Meet all applicable Time in Grade requirements (current federal employees must have served 52 weeks at the next lower grade or equivalent grade band in the federal service) by 08/03/2020.

The Office of Personnel Management (OPM) must authorize employment offers made to current or former political appointees. If you are currently, or have been within the last 5 years, a political Schedule A, Schedule C, Non-career SES or Presidential Appointee employee in the Executive Branch, you must disclose this information to the Human Resources Office.

Background Investigation: U.S. Customs and Border Protection (CBP) is a federal law enforcement agency that requires all applicants to undergo a thorough background investigation prior to employment in order to promote the agency's core values of vigilance, service to country, and integrity. During the screening and/or background investigation process, you will be asked questions regarding any felony criminal convictions or current felony charges, the use of illegal drugs (e.g., marijuana, cocaine, heroin, LSD, methamphetamines, ecstasy), and the use of non-prescribed controlled substances including any experimentation, possession, sale, receipt, manufacture, cultivation, production, transfer, shipping, trafficking, or distribution of controlled substances. For more information visit [this link](http://www.cbp.gov/careers/join-cbp/which-career/apply/background-investigation) (<http://www.cbp.gov/careers/join-cbp/which-career/apply/background-investigation>).

Polygraph Examination: The CBP OFFICER (PROGRAM MANAGER) position is a polygraph-required position. If you are not a current CBP employee in a law enforcement position, you may be required to take a polygraph exam and have favorable results in order to continue in the pre-employment process. Please see [Polygraph Examination](http://www.cbp.gov/careers/car/poly) (<http://www.cbp.gov/careers/car/poly>).

Polygraph Reciprocity: CBP may accept the results of a prior federal polygraph exam in lieu of a CBP polygraph exam. You will receive information to request reciprocity in your Background Investigation Package.

Polygraph Waiver: Certain veterans may be eligible to obtain a polygraph waiver. You will receive information to request a waiver in your Background Investigation Package.

Probationary Period: Current and former federal employees may be required to serve or complete a probationary period.

Tour of Duty: The employee will serve a two (2) year initial tour, with an opportunity for the employee to apply for an additional three years (2-2-1). **As an exception to this general rule**, tour duration is subject to the host country and the Department of State. At the discretion of management, the assignment may be extended for additional periods, up to a maximum of five years in a single foreign duty location. Additionally, at the discretion of management, you may be returned at any time to your previous position. Employees who have not served 4 years at a domestic duty station should not be considered for a second tour of duty in any foreign assignment. Applicants approaching the maximum tour duration in a foreign duty location may be considered for appointments outside their current duty location.

Return Rights: Within 180 days of completing their tour, the employee will submit a list of 5 preference locations for their return. If none of the 5 locations have an equivalent vacancy, CBP will provide the employee a list of up to 5 additional locations where CBP has staffing availability to select from. If the employee declines the locations provided by CBP, the employee will be reassigned to an equivalent position in his/her Home of Record Field Office.

Annual Leave Accumulation: Employees assigned to IAP ports may carry over 360 hours of annual leave to the next leave year (as opposed to 240 hours).

Home Leave: In addition to annual leave, employees at IAP posts earn ten days home leave on each two-year assignment. This leave is only granted to those employees who have their IAP assignment extended for another tour and is to be used between tours. The Government pays the employee per diem and transportation expenses from the employee's post of duty in IAP to the employee's former official residence in the United States. In addition, it also pays for the transportation expenses of dependents who accompany the employee on home leave to the employee's residence in the United States.

Living Quarters Allowances (not payable if claiming temporary lodging allowance): Employees receive payment of an annual tax-free quarters' allowance for housing while in an IAP station. This allowance is intended to cover the cost of suitable, adequate living quarters for the employee and his/her family plus the cost of heat, light, fuel, gas, electricity, and water. However at some duty stations government subsidized housing is provided.

Education

Please see the Qualifications and Required Documents sections for more information if education is applicable to this position.

Foreign Transfer Allowance - The foreign transfer allowance is divided into two separate allowances. These allowances are payable as follows:

A. Miscellaneous Expense Allowance - This allowance is intended to assist you with certain extraordinary costs in connection with establishing residence quarters at the foreign post. An amount of \$650 for a single employee and \$1300 for an employee with family may be granted without any receipt or itemizing required. This allowance is not paid to employees who are returning to the United States for separation.

B. Subsistence Expenses Allowance - A subsistence expense allowance applicable to lodging, meals (including tips), laundry, cleaning and pressing expenses in temporary quarters for you and each member of your family for up to 10 days before final departure from a post in the United States to a post in a foreign area. Expenses of local transportation are not allowable.

Temporary Lodging Allowance (not payable if claiming living quarters allowance): A temporary lodging allowance is a tax-free quarters allowance that is granted to you for the reasonable cost of temporary quarters, which are incurred by you and your family for a period not to exceed (1) 60 days after first arrival at a new post in a foreign area, or a period ending with the occupation of permanent quarters, if earlier; and (2) 30 days immediately preceding final departure from the post subsequent to the necessary vacating of residence quarters.

Transportation of Household Effects and Related Expenses:

A. Maximum weight of household goods and personal effects, which may be transported or stored at Government expense shall not exceed 18,000 pounds net weight for all employees.

B. The transportation of household goods must be accomplished through the use of Government Bill of Lading. This includes transfers either to or from a foreign post of duty.

C. Allowance for Transportation and Accessories Service - The actual cost of transportation of household goods and personal effects, including the packing and crating of materials, lift vans, or other temporary containers with the weights prescribed in the previous paragraph, will be allowed at Government expense.

D. Temporary Storage of Household Goods - Temporary storage incident to transportation of household goods is allowable for a period of up to 90 days.

Education Allowance: Payment for most actual costs of education for each dependent are determined by the Department of State and are subject to change.

Additional Information: Applicants should be aware that certain international locations may require additional out of pocket expenses that may or may not be reimbursable at a later time.

If you are not a current GS-1895, and you are selected, you will have to meet the following medical/physical standards:

Physical and Medical Requirements: Because the duties of the position are of a strenuous nature and require a high degree of interaction and responsibility to the public, you must undergo and successfully pass our medical screening process. We will schedule, provide and pay for the required basic medical examination. For more information, go to

<https://www.cbp.gov/careers/frontline-careers/cbpo/app-proc>

(<https://www.cbp.gov/careers/frontline-careers/cbpo/app-proc>).

Physical Fitness Requirement: You will be required to successfully pass the Pre-employment Fitness Test-1. Please see the [Pre-employment Fitness Test-1 Readiness Program](#)

(https://www.cbp.gov/sites/default/files/documents/CBPO_Pre-Employment_Fitness_Physical_Readiness_Program.pdf).

for additional information. This is a 6 week program designed to assist you in achieving a level of physical fitness that will help you successfully pass the CBP fitness tests.

Retirement Coverage: This position has been identified as a secondary position as provided under the enhanced retirement provision of Public Law 110-161 for Customs and Border Protection Officers. Please see http://cbpnet.cbp.dhs.gov/HRM/Pages/cbp_faqs.aspx

(http://cbpnet.cbp.dhs.gov/HRM/Pages/cbp_faqs.aspx).

for requirements of secondary coverage. Information is also available by calling the CBPO Retirement Coverage toll-free hotline at 1-866-469-7359 or emailing questions to

rabaservices@cbp.dhs.gov

. If you are found qualified and eligible to occupy this position but do not meet the criteria to receive the enhanced retirement coverage, you will be covered under the FERS retirement system.

This position meets the criteria defined in the Fair Labor Standards Act (FLSA) as an exempt position. Therefore, while serving in this foreign duty location, the FLSA code will be categorized as "Exempt". Exempt employees receive an overtime rate defined under Title 5 rather than that defined under FLSA. For more information on Title 5 pay, please see the following link:

<http://www.opm.gov/policy-data-oversight/pay-leave/pay-administration/fact-sheets/overtime-pay-title-5/>

(<http://www.opm.gov/policy-data-oversight/pay-leave/pay-administration/fact-sheets/overtime-pay-title-5/>).

Additional information

Security Clearance: This position requires a security clearance. If selected for this position, you should be able to obtain and maintain a Sensitive Compartmented Information (or Top Secret/SCI) Clearance.

Firearms Requirement: You will be required to carry a firearm while performing duties of this position. Maintaining firearm proficiency is also mandatory. Any person who has been convicted of a misdemeanor crime of domestic violence cannot lawfully possess a firearm or ammunition. Candidates under consideration will be required to certify whether they have been convicted of such an offense. False or fraudulent information provided by candidates is criminally punishable by fine or imprisonment.

Uniform: This position requires you to wear an officially-approved uniform while in a duty status.

Basic Training: You may be required to attend approximately 18 weeks of training at the CBP Academy at FLETC.

Shift Work/Overtime: You will be required to work on a shift and rotational basis and perform substantial amounts of overtime.

Physical and Environmental Conditions: The work is conducted in an office/airport setting. The position requires light to moderate physical exertion involving long periods of standing and walking.

Language Requirement: You must be proficient and able to communicate in Spanish.

Passports: You will be required to obtain diplomatic passports for yourself and your dependents as a condition of selection.

Government Credit Card: You must possess a government credit card.

Financial Disclosure is required.

CBP uses E-Verify, an internet-based system, to confirm the eligibility of all newly hired employees to work in the United States. Learn more about [E-Verify](http://www.uscis.gov/e-verify) (<http://www.uscis.gov/e-verify>), including your rights and responsibilities.

This position is not covered under the bargaining unit.

Please view the video "[Protecting America 24/7](http://cbppaps.cbp.dhs.gov/fo/2011/protecting_america/pro_america.wmv)" (http://cbppaps.cbp.dhs.gov/fo/2011/protecting_america/pro_america.wmv) to learn more about CBP's Office of Field Operations.

Follow U.S. Customs and Border Protection on Twitter [@CustomsBorder](https://twitter.com/#!/customsborder) (<https://twitter.com/#!/customsborder>).

The Department of Homeland Security encourages persons with disabilities to apply, to include persons with intellectual, severe physical or psychiatric disabilities, as defined by 5 CFR § 213.3102(u), and/or Disabled Veterans with a compensable service-connected disability of 30 percent or more as defined by 5 CFR § 315.707. [Veterans](https://www.fedshirevets.gov/job-seekers/special-hiring-authorities/#content) (<https://www.fedshirevets.gov/job-seekers/special-hiring-authorities/#content>),

[Peace Corps](https://www.peacecorps.gov/returned-volunteers/careers/noncompetitive-eligibility/) (<https://www.peacecorps.gov/returned-volunteers/careers/noncompetitive-eligibility/>), [VISTA volunteers](https://www.vistacampus.gov/after-vista/career) (<https://www.vistacampus.gov/after-vista/career>),

and [persons with disabilities](http://www.opm.gov/policy-data-oversight/disability-employment/) (<http://www.opm.gov/policy-data-oversight/disability-employment/>).

possess a wealth of unique talents, experiences, and competencies that can be invaluable to the DHS mission. If you are a member of one of these groups, you may not have to compete with the public for federal jobs. To determine your eligibility for non-competitive appointment and to understand the required documentation, click on the links above or contact the Servicing Human Resources Office listed at the bottom of this announcement.

How You Will Be Evaluated

Applicants will only be considered for the Eligibilities for which they claim in the job questionnaire AND must provide the supporting documentation. Applicants will not be considered for Eligibilities for which they did not claim, regardless of the documentation submitted with the application. <https://apply.usastaffing.gov/ViewQuestionnaire/10866323> (<https://apply.usastaffing.gov/ViewQuestionnaire/10866323>).

CBP Officer Promotional Assessment: Qualified U.S. Customs and Border Protection (CBP) candidates will be ranked on the basis of the scores received on your CBP Officer Promotional Assessment. Competitive applicants must have a valid test score when the announcement opens; otherwise, we cannot consider you for this position. Alternate Staffing Candidates (Non-Competitive candidates) need not have a current, valid test score. Alternate Staffing (Non-Competitive) candidates include applicants who have permanently held a position at the highest grade announced or higher.

Your application record will remain in a pending status until after the announcement closes, at which time we will upload test scores. If you have completed the assessment questionnaire and have uploaded all required documents for this announcement, there is nothing further you need to do at this time.

If you are best qualified, you may be referred to the hiring manager for consideration and may be called for an interview. To preview the job questionnaire, see <https://apply.usastaffing.gov/ViewQuestionnaire/10866323> (<https://apply.usastaffing.gov/ViewQuestionnaire/10866323>).

Knowledge, Skills, Abilities and Other Characteristics (KSAOs): Candidates who meet the minimum qualification requirements are required to possess certain Knowledge, Skills, Abilities, or Other Characteristics (KSAOs) to successfully perform the functions of this position. Candidates will be asked to demonstrate their attainment of these KSAOs in their resume. The KSAOs are:

- Expert skill and ability to collect and analyze information from a wide variety of sources to effectively identify known or potential terrorists or instruments of terror, criminals, smuggling aliens and other threats to the U.S. border.
- Ability to communicate effectively both orally and in writing to manage a comprehensive national program, to meet and deal with the traveling public, and to explain and interpret program related laws and regulations.

- Thorough and comprehensive knowledge of program related legislation and regulation and extensive knowledge of inspection and investigative techniques to manage and ensure the performance of inspection.
- Ability to effectively apply behavioral and cultural analysis and decision making skills in order to perform risk assessments required to travelers and shipments and to identify those requiring further scrutiny.

Background checks and security clearance

Security clearance

Sensitive Compartmented Information

(<https://www.usajobs.gov/Help/faq/job-announcement/security-clearances/>)

Drug test required

Yes

Required Documents

- **Your resume:** A resume describing your job-related qualifications is required and will be used for the purpose of reviewing your qualifications and determining what training, if any, would be required when placed. A resume in English is required. It must contain your full legal name, address, phone number, complete work history including a detailed description of your duties, the dates you performed those duties (MM/DD/YY), your hours worked per week, job title, as well as series, grade, and salary (if applicable). NOTE: Resumes stored on USAJOBS will not automatically carry over to this announcement. You must upload your resume and any other applicable supporting documentation.
- **Your responses to the job questionnaire:** <https://apply.usastaffing.gov/ViewQuestionnaire/10866323>
(<https://apply.usastaffing.gov/ViewQuestionnaire/10866323>)
- **Are you a current or former federal employee?** ALL CURRENT AND FORMER FEDERAL EMPLOYEES MUST SUBMIT THE MOST RECENT COPY OF THEIR SF-50 (Notification of Personnel Action) showing competitive status: Tenure 1 or 2 in Block 24 and Position Occupied 1 in Block 34. Additionally, applicants should also submit a SF-50 reflecting the highest grade held on a permanent basis in the competitive service or the full performance level of your current position, whichever is higher, AND a SF-50 to support having met the time-in-grade requirement of having served 52 weeks at the grade level (or equivalent) below the grade level(s) for this position. Current CBP Employees are encouraged, but not required, to submit an SF-50(s) for CBP experience; however, additional SF-50(s) are required when using federal experience outside of CBP to receive credit towards the requirements above.
- **Are you a current or former political Schedule A, Schedule C, Non-career SES or Presidential Appointee employee?**
Submit a copy of your applicable SF-50, along with a statement that provides the following information regarding your most recent political appointment:
 - Position title
 - Type of appointment (Schedule A, Schedule C, Non-career SES, or Presidential Appointee)
 - Agency
 - Beginning and ending dates of appointment

Benefits

<https://www.dhs.gov/homeland-security-careers/benefits>

How to Apply

Please upload your resume under "Resume" and any other applicable supporting documents mentioned above under the appropriate Document Type. If your Document Type is not listed, upload as "Other."

You may be asked to provide a copy of your recent performance appraisal and/or incentive awards. Consideration will be given to performance appraisals and incentive awards as an indication of quality prior experience, no points will be assigned.

DHS offers competitive salaries and an attractive benefits package, including: health, dental, vision, life, and long-term care insurance; retirement plan; Thrift Savings Plan [similar to a 401(k)]; Flexible Spending Account; Employee Assistance Program; personal leave days; and paid federal holidays. Other benefits may include: flexible work schedules; telework; tuition reimbursement; transportation subsidies; uniform allowance; health and wellness programs; and fitness centers. DHS is committed

to employee development and offers a variety of employee training and developmental opportunities. For more information visit [this link](#)

(<http://www.dhs.gov/homeland-security-careers/benefits>)

Disabled veteran leave

(<http://www.opm.gov/news/releases/2016/08/newly-established-leave-policy-gives-disabled-veterans-more-time-to-address-medical-issues-1/>)

will be available to any Federal employee hired on or after November 5, 2016, who is a veteran with a service-connected disability rating of 30 percent or more.

Applying to this announcement certifies that you give permission for DHS to share your application with others in DHS for similar positions.

View [common definitions](#)

(http://www.dhs.gov/xabout/careers/gc_1303762131481.shtm)

of terms in this announcement.

To begin your online application, click **"Apply Online"** to create a USAJOBS account and follow the prompts or log in to your existing account. Your application packet must include a completed assessment questionnaire, a resume, and any applicable and/or required supporting documentation. Please see the "Required Documents" section below for additional information. All application materials, including transcripts, must be in English.

If you are unable to apply online or need to submit a document you do not have in electronic form, visit [this link](#)

(http://help.usastaffing.gov/Apply/index.php?title=Alternate_Application_Information)

for more information regarding an Alternate Application process.

Applications and supporting documentation will not be accepted by mail or email. The address below is for inquiries only. You may apply more than once, but the most recent application is the only one that will be used. **You must submit your resume, your online questionnaire, and any supporting documents by 11:59 PM Eastern Time on 08/03/2020.**

It is your responsibility to verify that any information entered or uploaded is received and is accurate. Human Resources will not modify or change any part of your application. Determining your eligibility and qualifications is dependent on the supporting documentation and information provided, which may impact your referral for further consideration. If a document is not legible, you will not be able to view it in your application and you must again upload it by the closing date.

Agency contact information

 CBP Hiring Center

Phone

[952-857-2932](tel:952-857-2932)
(<tel:952-857-2932>)

Email

CBPhiring-applicantinquiry@cbp.dhs.gov
(<mailto:CBPhiring-applicantinquiry@cbp.dhs.gov>)

[Learn more about this agency.](#)
([#agency-modal-trigger](#))

Address

Office of Field Operations
Please read entire announcement
Please apply online
Washington, DC 20229
US

Customs & Border Protection (CBP): Securing America's Borders

The Department of Homeland Security (DHS) is calling on those who want to help protect American interests and secure our Nation. DHS Components work collectively to prevent terrorism; secure borders and our transportation systems; protect the President and other dignitaries; enforce and administer immigration laws; safeguard cyberspace; and ensure resilience to disasters. We achieve these vital missions through a diverse workforce spanning hundreds of occupations. Make an impact; join DHS.

Discover a challenging and rewarding career with U.S. Customs and Border Protection (CBP), the sole organization responsible for securing the nation's borders. At CBP, we:

- Secure and facilitate trade and travel while enforcing hundreds of U.S. regulations, including immigration and drug laws
- Screen passengers, vehicles, and shipments entering our country

- Seize illegal narcotics, vehicles, and agricultural products
- Prevent unauthorized entry into the country
- Rescue individuals who fall into dangerous conditions traversing our border

For more information about CBP's mission, activities, and careers see www.cbp.gov
(<http://www.cbp.gov/>).

Visit our careers page

Learn more about what it's like to work at Customs and Border Protection, what the agency does, and about the types of careers this agency offers.

<http://www.cbp.gov/>
(<http://www.cbp.gov/>).

Next steps

GS Salary: Visit [this link](http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages)
(<http://www.opm.gov/policy-data-oversight/pay-leave/salaries-wages>)
to view the general (base) pay table.

The open period for this job opportunity announcement may be extended to allow for a sufficient applicant pool.

Once the job opportunity announcement has closed, we will assess your experience and training, identify the best qualified applicants, and refer those applications to the hiring manager for further consideration and interviews. You will be notified by email after each of these steps has been completed. Stay informed of changes to your application status by signing up for automatic email alerts with your [USAJOBS account](http://www.usajobs.gov/Applicant/ProfileDashboard/Home)
(<http://www.usajobs.gov/Applicant/ProfileDashboard/Home>).

If you are referred, you will receive a final notification of the disposition of the announcement. We expect to make a tentative job offer within 60 days after the close of the announcement. If you are selected, we may conduct a suitability/security background investigation.

Additional selections may be made beyond the total number of vacancies specified using this vacancy announcement. Further selections may also be made for additional organizational divisions and/or units within the duty location(s) listed above.

If you receive a conditional offer of employment for this position, you will be required to complete an [Optional Form 306](http://www.opm.gov/forms/pdf_fill/OF0306.pdf)
(http://www.opm.gov/forms/pdf_fill/OF0306.pdf)
(Declaration for Federal Employment), and to sign and certify the accuracy of all information in your application, prior to entry on duty. False statements on any part of the application may result in withdrawal of offer of employment, dismissal after beginning work, fine, or imprisonment.

Any offers of employment made pursuant to this announcement will be consistent with all applicable authorities, including Presidential Memoranda, Executive Orders, interpretive U.S. Office of Management and Budget (OMB) and U.S. Office of Personnel Management (OPM) guidance, and Office of Management and Budget plans and policies concerning hiring. These authorities are subject to change.

Fair & Transparent

The Federal hiring process is setup to be fair and transparent. Please read the following guidance.

Equal Employment Opportunity Policy

The United States Government does not discriminate in employment on the basis of race, color, religion, sex (including pregnancy and gender identity), national origin, political affiliation, sexual orientation, marital status, disability, genetic information, age, membership in an employee organization, retaliation, parental status, military service, or other non-merit factor.

- [Equal Employment Opportunity \(EEO\) for federal employees & job applicants](https://www.eeoc.gov/federal/fed_employees/index.cfm)
(https://www.eeoc.gov/federal/fed_employees/index.cfm).

Reasonable Accommodation Policy

Federal agencies must provide reasonable accommodation to applicants with disabilities where appropriate. Applicants requiring reasonable accommodation for any part of the application process should follow the instructions in the job opportunity

announcement. For any part of the remaining hiring process, applicants should contact the hiring agency directly. Determinations on requests for reasonable accommodation will be made on a case-by-case basis.

A reasonable accommodation is any change to a job, the work environment, or the way things are usually done that enables an individual with a disability to apply for a job, perform job duties or receive equal access to job benefits.

Under the Rehabilitation Act of 1973, federal agencies must provide reasonable accommodations when:

- An applicant with a disability needs an accommodation to have an equal opportunity to apply for a job.
- An employee with a disability needs an accommodation to perform the essential job duties or to gain access to the workplace.
- An employee with a disability needs an accommodation to receive equal access to benefits, such as details, training, and office-sponsored events.

You can request a reasonable accommodation at any time during the application or hiring process or while on the job. Requests are considered on a case-by-case basis.

Learn more about [disability employment and reasonable accommodations](https://www.opm.gov/policy-data-oversight/disability-employment/reasonable-accommodations/)
(<https://www.opm.gov/policy-data-oversight/disability-employment/reasonable-accommodations/>)
or [how to contact an agency](https://www.usajobs.gov/Help/how-to/application/agency/contact/).
(<https://www.usajobs.gov/Help/how-to/application/agency/contact/>)

Legal and regulatory guidance

[Financial suitability](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/financial-suitability/)
(<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/financial-suitability/>)

[Privacy Act](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/privacy-act/)
(<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/privacy-act/>)

[Selective Service](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/selective-service/)
(<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/selective-service/>)

[Social security number request](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/social-security-number/)
(<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/social-security-number/>)

[Signature & False statements](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/signature-false-statements/)
(<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/signature-false-statements/>)

[New employee probationary period](https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/probationary-period/)
(<https://www.usajobs.gov/Help/working-in-government/fair-and-transparent/probationary-period/>)